Government of Alberta ■
Employment and Immigration

August 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Wage Settlements In Alberta By Industry – 2007 to 2009 (August)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	6	632	36.7	4.3	15.6
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	1	214	36.0	2.6	8.1
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	4	42	30.4	2.4	6.4
2008	2	2	12.0	0.0	0.0
2007	9	780	33.0	5.9	16.5
Construction					
2009	12	3,942	25.9	0.8	1.7
2008	18	9,381	43.6	5.6	22.3
2007	41	28,216	44.9	6.2	25.6
Educational Services					
2009	6	509	35.0	1.6	4.5
2008	82	38,873	50.8	2.2	8.8
2007	35	16,916	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	24	2,276	35.3	3.3	10.1
2008	51	58,572	38.3	4.7	15.3
2007	52	30,206	34.4	4.7	14.4
Information And Cultural Industries					
2009	3	827	25.1	2.8	6.1
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Manufacturing					
2009	3	236	22.5	1.5	2.9
2008	28	3,366	35.0	5.3	15.5
2007	50	4,183	34.1	4.8	14.0
Mining And Oil And Gas Extraction					
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	5	102	22.8	2.2	4.2
2008	9	291	25.5	4.7	10.5
2007	6	236	29.5	5.9	13.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	1	4	33.0	0.0	0.0
Public Administration					
2009	19	1,038	29.2	2.7	6.9
2008	26	4,300	33.9	4.4	12.9
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	11	15,421	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	8	182	34.6	2.7	8.2
2008	16	1,137	36.5	6.6	21.4
2007	16	3,217	35.7	3.9	11.8
Utilities					
2009	2	77	26.0	2.2	4.9
2008	10	5,671	24.3	2.9	6.0
2007	12	3,175	30.4	5.8	15.5
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	6	1,566	42.5	4.7	21.2
2007	2	72	24.0	5.7	11.7

Bargaining Update

New

The Union Name Listing included at the end of Bargaining Update has been updated to reflect reported Union name changes.

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,670,300[1] Albertans employed, of which about 345,500 are self-employed. The national unemployment rate remained unchanged at 8.6% with decreases in labour market in participation. Unemployment in Alberta increased between July and August, moving from 6.8% to 7.2%. There are approximately 402,700 Albertans covered by union agreements. Alberta's union membership rate is 24.7% while nationwide the union membership rate is 31%[2].

[1]Seasonally adjusted
[2]Statistics Canada Labour Force Survey (LFS)

Highlights

The Minister established a Disputes Inquiry Board (DIB) to address a dispute between DynaLife$_{DX}$ Laboratories in Edmonton, Fort McMurray and other northern Alberta locations, and the HSAA. The union had served notice for strikes on a rotating basis to commence on August 14, 2009. The DIB has until September 25, 2009 to issue recommendations to the Minister. The parties are prevented from commencing any job action during the DIB process. The City of Calgary and the IBEW, Local 254, representing about 220 emergency communications officers, have reached a ratified agreement, with the assistance of a facilitator. The union members had previously voted in favour of strike action.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements

Year	2007					2008					2009			
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3 *	Total
Public	5,896	6,534	49,525	12,848	74,803	27,557	6,879	29,939	25,040	89,415	2,415	190	0	2,605
Private	4,579	7,367	12,648	17,001	41,595	21,678	13,722	6,983	10,488	52,871	2,705	4,485	208	7,398
All	10,475	13,901	62,173	29,849	116,398	49,235	20,601	36,922	35,528	142,286	5,120	4,675	208	10,003

Average Annual Wage Change %

Year	2007					2008					2009			
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3 *	Total
Public	3.9	3.8	4.9	2.3	4.3	2.0	4.2	4.2	4.4	3.6	2.2	3.5	0.0	2.3
Private	4.0	5.7	6.7	6.0	5.9	3.7	4.6	4.1	4.9	4.2	2.5	1.5	2.3	1.9
All	3.9	4.8	5.2	4.4	4.9	2.8	4.4	4.2	4.6	3.8	2.3	1.6	2.3	2.0

* year-to-date

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Data Development and Evaluation Branch of Alberta Employment and Immigration by calling (780) 427-8531.

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Educational Services					
Athabasca University	Faculty Association	200	12	June 30, 2010	1st year 4.0%
University of Alberta	NASA	4,300	36	March 31, 2012	1st year 4.75% 2nd year wage re-opener 3rd year wage re-opener
MacEwan College	Support Staff Association	620	36	June 30, 2011	1st year 4.5% 2nd year 4.5% 3rd year wage re-opener
Public Administration					
City of Calgary	IBEW, Local 254	220	24	January 4, 2011	1st year 4.5% 2nd year 4.5%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Dynalife$_{DX}$ Labs – Edmonton/ Fort McMurray and other locations	HSAA	827	First Agreement	Disputes Inquiry Board.
Mount Royal College	Support Staff Association	540	30-Jun-09	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Norquest College	Faculty Association	325	30-Jun-09	Negotiations continue.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Calgary Board of Education (Public School District)	Bargaining Council of the CBE – Skills Trade Unions	150	31-Jan-09	Negotiations continue.
Regional Municipal District of Wood Buffalo	Fire Fighters, Local 2494	137	31-Dec-07	In Arbitration.
City of Calgary	Police Association	1,440	09-Jan-09	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Lethbridge	Firefighters, Local 237	137	31-Dec-08	Negotiations continue.
City of Medicine Hat	CUPE, Local 46	600	31-Dec-08	Negotiations continue.
Private Sector				
Old Dutch Foods Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Strike/Lockout.
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 373A,/401	500	31-Aug-08	Strike/Lockout.
Canada Safeway – Edmonton Distribution Centre	UFCW, Local 401	310	13-Dec-08	Strike/lockout.
Compass Canada (Suncor Firebag)	UNITE-HERE, Local 47.	116	First Agreement	Negotiations continue.
Fairmont Palliser Hotel (Calgary)	CAW, Local 4273	300	28-Feb-09	Negotiations continue.
Fairmont Jasper Park Lodge	CAW, Local 4534	390	31-Mar-09	Negotiations continue.
Waste Services (CA) Inc.	CAW, Local 4050	170	29-Jun-09	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
Manitoba				
City of Winnipeg	Firefighters (IAFF)	940	24	26-Dec-09
Terms: 1st year 4.0%, 2nd year 3.0%				
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", June 30, 2009				
Ontario				
Extendicare (Canada) Inc.	CUPE	909	24	31-Dec-10
Terms: 1st year 2.8%, 2nd year 2.8%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008				
Providence Care Centre (St. Mary's Of the Lake Hospital, Mental Health Services)	OPSEU, Local 431	600	24	31-Mar-10
Terms: 1st year 2.8%, 2nd year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008				
Dufferin-Peel Catholic District School Board	Ontario English Catholic District School Board	1,924	48	31-Aug-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008				
Simcoe County District School Board	OPSEU, Local 330	1,633	48	31-Aug-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008				
York Region District School Board	CUPE, Local 1734	1,700	48	31-Aug-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008				
University of Windsor	Faculty Association	842	48	30-Jun-11
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0% 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2008				
City of Mississauga (Transit Division)	ATU, Local 1572	910	36	30-Sep-11
Terms: 1st year 3.6%, 2nd year 3.6%, 3rd year 3.7%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2008				
Canada				
Canada Food Inspection Agency	PSAC	4,160	48	31-Dec-11
Terms: 1st year 2.3%, 2nd year 1.5%, 3rd year 1.5%, 4th year 1.5%				
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", June 30, 2009				
Private Sector				
Ontario				
The Shopping Channel	Steelworkers, Local 9042-102	225	36	14-Nov-11
Terms: 1st year 2.0%, 2nd year 2.0%, 3rd year 2.0%.				
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", June 30, 2009				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

Two unions, the B.C. Teachers' Federation and the Hospital Employees Union, have lost their bid to have the Supreme Court of Canada decide whether a pair of one-day walkouts were *Charter-protected* political protests or illegal strikes. The unions had staged separate walkouts in 2002 and 2003 to protest provincial legislation that provided for the unilateral removal of provisions of their collective agreements. The B.C. Labour Relations Board had ruled the walkouts were illegal strikes, and this decision was upheld by the B.C. Court of Appeal. The decision by the Supreme Court of Canada not to hear the case upholds the B.C. Court of Appeal decision. The Supreme Court, as usual, gave no reasons for their decision. Both unions must pay the court costs of B.C. employer groups involved in the case. In 2007, the Hospital Employees Union and other health care unions were successful when the Supreme Court ruled that parts of the 2002 legislation violated the *Charter of Rights and Freedoms*. This led to negotiations with the provincial government, who agreed to pay out $68 million in compensation to more than 7,000 health care workers who lost their jobs through contracting out.

Source: The Canadian Press, Camille Bains, "Canada's top court refuses to hear B.C. unions' appeal about one-day strikes," August 20, 2009

Saskatchewan

The provincial government is attempting to resolve a long-standing issue involving pension claims for non-permanent public service employees. Apparently, between 1981 and 1999, many of these employees were either not informed or misinformed about their pension options. The employees have claimed they did not know they had the option to join the Public Employees Pension Plan (PEPP). Participation in PEPP became mandatory for out-of-scope employees in 1999. A settlement has been reached between the provincial government and the Saskatchewan Government and General Employees' Union. The Public Service Commission is in the process of notifying all affected individuals of the settlement program. To qualify for a settlement payment, an individual must demonstrate that they were not informed of their eligibility to join the PEPP and that they would have invested in these retirement savings options if they had been able to do so. Thirty-three payments have been approved so far, ranging from $2,094 to $69,385, at an average of $16,000.

Source: Government of Saskatchewan News Release, "Government Moves Forward to Resolve Pension Claims", August 17, 2009

Ontario

The Minister of Health and Long-Term Care has notified Cambridge Memorial Hospital of his intent to recommend that a supervisor be appointed to manage the Hospital. This action comes in response to the findings and recommendations of an Operational Review Report completed on June 29, 2009. The report identified a series of longstanding governance, management and financial issues at the hospital that need to be addressed. The Minister must provide at least fourteen days notice to the board of a hospital of the intent to recommend to Cabinet that a supervisor be appointed. Cambridge Memorial Hospital has 1,300 staff members. The Report made thirty-two recommendations, including: empowering staff and middle managers to support inclusive decision-making; conducting a culture survey to change the organizational climate from a fear-based one to one that is more open, transparent and respectful; requiring the organization to operate within available funding; improving staffing and scheduling practices; and identifying opportunities to reduce sick time and overtime.

Source: Government of Ontario News Release, "Ontario Announces Intent to Appoint Supervisor at Cambridge Memorial Hospital", August 18, 2009, and Waterloo Wellington LHIN website

Quebec

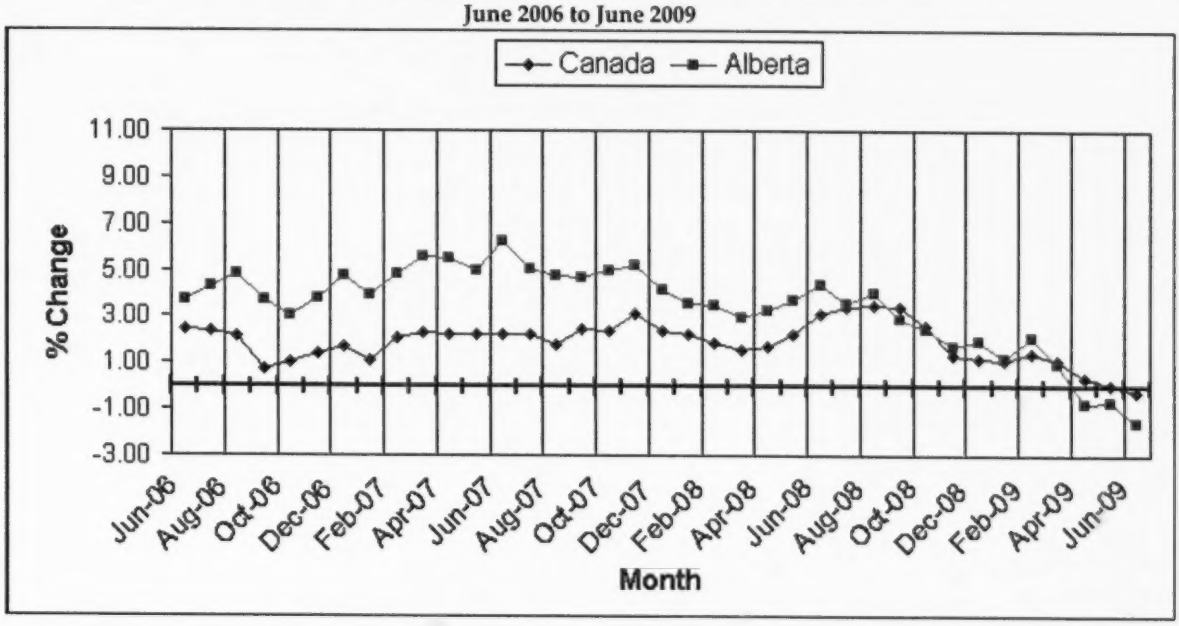
Outside workers with the City of Montreal, represented by CUPE, Local 301, have served strike notice to the City. The workers have been without a collective agreement since August 2007. If a strike proceeds as scheduled, the workers are expected to be off the job as of midnight August 31, 2009, for one day only. The union has indicated they have been waiting for the latest offer from the City since June. The City has indicated they are still awaiting all the union's demands before making a counter-offer, stating they thought negotiations had been proceeding well. Issues in dispute have primarily involved salaries and contracting out. The Quebec Essential Services Council has been attempting to negotiate an agreement with both sides about which services will be maintained in the event of a one-day strike, or a subsequent longer strike.

Source: cbc.ca, "Montreal blue-collar workers to strike", August 20, 2009 and The Gazette, Megan Martin, "Mayor rejects union's request", August 21, 2009

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100))

June 2006 to June 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.51	2.19	117.93	4.97	117.48	4.88	118.02	5.45
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Jul-08	115.8	3.39	123.3	3.53	123.6	4.04	123.0	3.27
Aug-08	115.6	3.49	124.1	4.02	123.6	3.78	124.4	4.27
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.33	121.6	1.67	121.4	1.76	122.0	1.92
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45
Jul-09	114.7	-0.30	121.5	-0.40	121.8	-0.30	121.6	-0.40

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

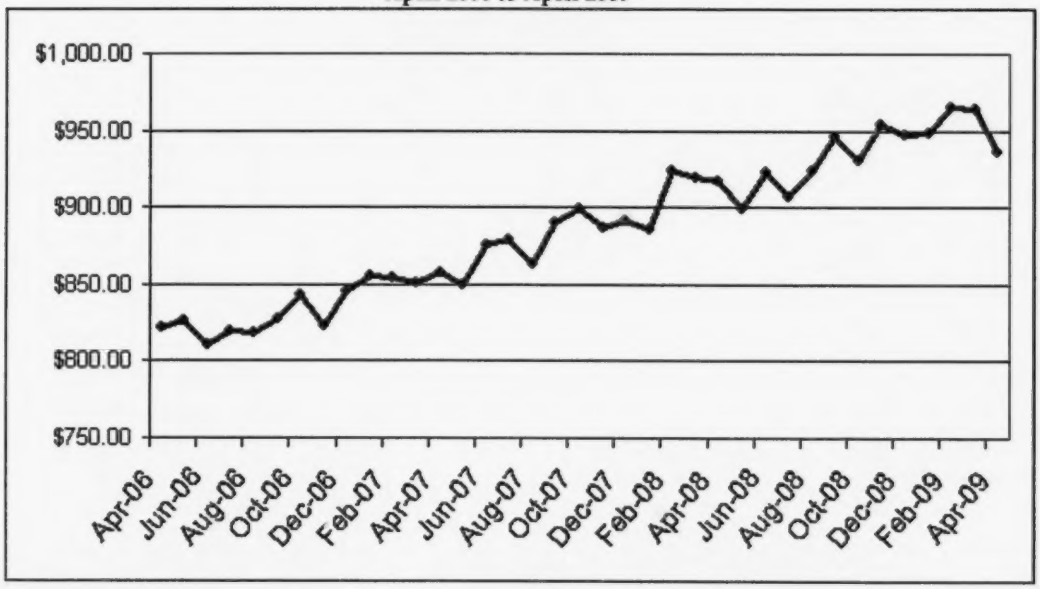
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

April 2006 to April 2009



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
May-08	$899.57	5.83
Jun-08	$923.07	5.49
Jul-08	$906.46	3.11
Aug-08	$923.47	6.98
Sep-08	$946.70	6.41
Oct-08	$930.75	3.54
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$947.96	7.02
Feb-09	$965.26	4.46
Mar-09	$964.08	4.82
Apr-09	$936.30	2.07
May-09	$948.62	5.45

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99
2009	$952.44	3.17

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payrolls and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE) / Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Union Name Listing

ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
AWIU – International Association of Heat and Frost Insulators and Allied Workers
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
CWA-SCA – Media and Communications Workers of America (Canada)
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

Please note that industry associations may not appear in the above listing.